

The British Association of Social Workers

Annual Report and Financial Statements

YEAR ENDED 30 SEPTEMBER 2017

The strong independent voice of social work and social workers



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The British Association of Social Workers (A company limited by guarantee)

Company information

Company number	00982041
Registered office	Wellesley House, 37 Waterloo Street, Birmingham B2 5PP
Auditors	Dains LLP 15 Colmore Row, Birmingham B3 2BH



Members of Council 2016/2017

Chair	Guy Shennan	From June 2014
Vice Chair	Fran Fuller	From April 2016
Chair, Finance & Human Resources Committee	Jonathan Dudley	From October 2016
England Committee representatives	Andy Gill Angie Bartoli Allan Orrick Michael Chapman	From May 2017 From May 2017 February 2013-May 2017 November 2016-May 2017
Northern Ireland Committee representatives	Marcella Leonard Colin Reid	From July 2014 From October 2014
Scotland Committee representatives	David Thomson Patrick Morgan	From June 2014 From August 2016
Wales Committee representatives	Nick Lovell Neeta Baicher Dave Allan	From December 2015 From October 2017 November 2016-September 2017
Chair, International Committee	David N Jones	From September 2017
Additional members of Council	Hilary Tompsett Stuart Warrender Arlene Garland Donna Peach Andrew MacDonald Lesley McDowell	From April 2016 From April 2016 From April 2017 From April 2017 July 2015-April 2017 April 2016-September 2017
Co-opted member of Council	Jane Shears	June 2015-September 2017





I am delighted to present the annual report of the British Association of Social Workers for the year 2016/17. During this period the Association has continued to work to realise our 2020 Vision as the strong, independent voice of social work and social workers. Updates of our progress towards this can be found on the BASW website.

I want to express my appreciation to the BASW staff team, ably led by our Chief Executive, Ruth Allen, who completed her first full year during this period. Ruth and her team have taken the Association from strength to strength as the UK's independent professional body for social work and social workers. Our membership levels have increased over recent years and, as a member-led association, we have been taking steps to increase member participation in the Association's activities.

Personal highlight

A personal highlight was to have taken part in the campaign to Boot Out Austerity, when we walked 100 miles from our head office in Birmingham to the 2017 AGM venue in Liverpool. This collective and dynamic action exemplified the campaigning zeal abroad in the Association, which is crucial in these difficult times for social work and other public services. This campaign continues within the Austerity Action Group, a joint initiative between BASW and the Social Workers Union (SWU).

In relation to SWU, it is good to see the rapid growth in its membership, which has been accompanied by a real strengthening in the BASW-SWU relationship. John McGowan, the first SWU General Secretary since this role was created separately, deserves credit for contributing significantly to these developments. I would like to pay tribute too to the BASW Advice and Representation Service staff, who undertake work on behalf of SWU. This has been a crucial part of BASW for many years, yet, sitting a little outside BASW's country-based committee structure, it has not perhaps always had the recognition it deserves from those of us with governance roles at Council level. This is something we are intent on addressing.

New head office

One of the most significant events of the year was the move into our new Head Office in Birmingham's city centre. The Kent Street office had been our home for many

years, and there were inevitably some sad goodbyes. The time had undoubtedly come though to be based in a building more in keeping with our growth and status as a leading professional association. Thanks to all the staff who enabled the move to take place in a relatively painless fashion, and to the calm co-ordination of our Director of Support Services, Bharat Pandya. This building will be a resource for all members in years to come. There will be invitations to visit and 'open day' events for all members once further works are completed in 17/18.

BASW continues to forge alliances with other social care organisations. Our closer connections with service user and carer groups have been supported by the development of our Service User and Carer Involvement Framework. We need to continue to work hard in this direction and are committed to doing so. Our alliances also contributed to the campaign in England on the Children and Social Work Bill, which achieved concessions in relation to the level of independence from government of the new social work regulator in England. These alliances have been embodied in the Standing Conference, which had a vibrant meeting in June 2017, the continuing activities of which will strengthen the social work profession.

BASW's strength comes from being a UK-wide body, that has vibrant operations within each of the four countries. I would like to thank everyone involved in our Wales, Scotland, Northern Ireland and England teams, both staff and members, and in all our branches and groups, for the work you all do, that makes us the strong, independent voice of social work and social workers.

Guy Shennan
Chair



My first full year as BASW CEO has been exciting, demanding and hugely rewarding. With Council, I have taken forward our ambitious business plans to fulfil our 2020 Vision. The fruits of this so far are evident in this report, milestones in the delivery of our full strategy up to 2020 and beyond.

Many members have advised, supported and inspired me this year. This includes our dedicated Chair and all lead members on Council and Committees. But I have also gained energy and inspiration from members across the association – from students to retired members, practitioners, academics, managers, independents and many others, in diverse work contexts and from all professional communities. It has been a fascinating privilege to increase my understanding of what members want and expect of BASW and I am committed to remaining as accessible and open as possible so that I can make sure we are a responsive and evolving organisation.

BASW represents and promotes social work and social workers in all corners of the UK, as well as representing the UK on the international social work stage. Getting to understand and support our devolved arrangements has been very rewarding. This year I have worked with all the national standing committees and with Council to consolidate our commitment to BASW as one unified, strong UK organisation which also fully respects and appreciates devolution and national identities and supports the work of national teams and country committees to meet country policies and imperatives. Being both 'BASW' and relevant at country level is our great strength that we need to develop further.

My role also requires reaching out to our external stakeholders – to social workers who are not yet our members, to the media, to educationalists and researchers, to employers, politicians and many others. I have continued to raise our profile and our influence through our external relations and media activities and these will develop further next year as we consolidate our communications and stakeholder strategies and develop our communications team.

Our 2020 Vision starts with the ambition to be 'Strong'. A key part of this is ensuring the organisation has the right infrastructure, financial and business planning, governance, communications, ability to produce high quality professional resources and meet the learning and professional development needs of social workers, whatever their role or context.

This year we have taken several key actions to meet these

challenges:

- We started the comprehensive revision of our 40 years old articles of association and bye-laws. We commenced member consultation and worked up the principles for the new articles to be delivered in 17/18. This work will ensure our constitution is understandable, up to date, coherent and aspirational.
- We commissioned two vital IT projects – the replacement of our website to create a bright new window on the world of BASW, and a new online member services system. These will be completed in 17/18 and together will transform members' and non-members experience of connecting with BASW centrally and gaining information and access to our services and opportunities to be involved.
- In 16/17 we developed the initial phases of our Professional Development and Education (ProfDE) arm. While BASW has always provided continuing professional development opportunities, we need a significant step change in what we offer and how we offer it, making it relevant and coherent across the four jurisdictions of the UK. We are committed to this shaping the future development of the profession through promoting our knowledge, ethics, practice, evidence and the lived experience of those who use our services.
- We moved out of Kent Street and into Waterloo Street, Birmingham in June – a great improvement for the association. Waterloo Street belongs to BASW members and I look forward to welcoming many more members and visitors to our fully disability-accessible building when all work is complete.

Finally, I want to pay further tribute to our staff. We employ 65 people and as we develop and improve what the association does, the impact we have and how we deliver for members, there are both challenges and opportunities for them. We need our staff to use their enthusiasm, ideas and creativity – and they do this in spades. I want to thank them for all their dedication this year and look forward to the next steps on my journey with them to improve BASW on behalf of all our members.

**Dr Ruth Allen,
Chief Executive**



Members and staff have worked incredibly hard in 2016/17 to promote the value, contribution, expertise and excellence of the social work profession.

Collectively we have led and influenced changes to national policy reform, worked in collaboration with partners on campaigns, shaped and influenced practice and expanded our strategic and

membership reach – including branch and network development.

Influencing government policy

During this year we have worked hard to ensure we engage and represent our membership within government departments, responded to government consultations, worked with Chief Social Workers for England and social worker forums. We are proud to have influenced national legislation and currently sit on the Social Work England (SWE) Advisory Group.

Members and staff have led on consultation responses relating to Asylum: Children and families subject to immigration control, particularly unaccompanied children.

We successfully lobbied the House of Lords not to support specific clauses in the Children and Social Work Bill, including the potential for local authorities to expand outsourcing of services and 'opting out' of primary legislation and guidance responsibilities. This was a fantastic achievement and by working collaboratively with other partners in the voluntary, charitable and independent sector, we directly influenced a major change to policy to what is now the Children and Social Work Act 2017.

Continuing professional development

We have engaged with academics and student social workers across more than 90 Universities, began refreshing and improving the Professional Capabilities Framework (PCF) and secured external funding for capabilities statements. Notably BASW England has hosted a variety of roundtable meetings including with teaching partnerships, seminars, and a successful student conference with over 140 delegates in attendance.

We have welcomed international stakeholder colleagues from the USA and South Korea, who joined with members at representative meetings.

Branches

Our member-led BASW branches have delivered continuing professional development opportunities for members and provided seminars in partnership with universities, teaching partnerships, local authorities and MPs. Branches have held conferences, membership networks and other events to discuss ethical, practice and policy issues and raise the profile of the profession.

Birmingham and Solihull branch developed a close working relationship with the City of Birmingham University, including hosting sell out seminars on Child Sexual Abuse and Working Violence and Gangs for Social Workers.

North East Branch led a seminar on Westminster: Shadows and Social Work in Newcastle.

Member led

BASW England have five thematic Practice, Policy, Education Groups (PPEGs). Chaired and owned by members, the groups have been instrumental in developing position statements, influencing policy, representing the membership at national, regional and local events and developing good practice guidance. The groups cover a range of themes; adults, children and families, criminal justice, student and newly qualified social workers, and professional and capabilities development.

The Adult PPEG launched the *Capabilities Statement and Continuing Professional Development Pathway* for social work with older people in England, which was directly commissioned by the Department of Health. Members have been instrumental in engaging local authorities, universities and third sector social workers to help them to use the statement.

The PPEG has also supported practice with disabled adults and adults with a learning disability and, in partnership with Shared Lives and other partners, developed and promoted the Disabled Adults and Social Workers Charter.

The Adult PPEG has also influenced practice by supporting the work by James Lind Alliance to increase research into adults' social work and highlighted issues around the Mental Capacity Act and Care Act.

The Children and Families PPEG has been incredibly active, supporting the mobilisation of members with lobbying activities, responding to consultations and led on responses to the Working Together to Safeguard Children consultation, Fostering Stocktake and Social Work England.

Championing social work

Members and staff have continued to represent BASW England in the national and local press, TV, radio and social media and have raised awareness about the vital work that social workers do every day.

We have celebrated social work with the England Social Worker of the Year Awards and continued to promote the profession and our principles of social justice, delivering seminars and events to mark Holocaust Memorial Day and World Social Work Day.

We have spoken out on the issues that matter, including fostering, social worker vacancies, working conditions, social work education, the Children and Social Work Act 2017, winter pressures and hospital discharges. We have promoted a social response to the asylum and refugee crisis, age assessments, human rights, safeguarding, domestic violence and much more.

Maris Stratulis, Manager, BASW England



Country Manager 2017/18

The BASW Cymru team has continued to build member engagement and amplified the voice of social work across Wales.

Influencing policy

BASW Cymru has been actively involved in the Parliamentary Review of Health and Social Care, providing written evidence

and two sessions of oral evidence to the Chair Ruth Hussey.

We have completed consultations on the removal of the Defence of Reasonable Chastisement, the Wales Dementia Strategy and Brexit, which included an additional letter to Mark Drakeford, Cabinet Secretary for Finance.

Lobbying around the Wales Dementia Strategy demonstrated the power of working closely with those who are experts by experience, carers and third sector organisations via the Assembly cross party group.

We were able to ensure that the completed strategy and action plan are fit for purpose and reflect the voices of those directly impacted by dementia. We will continue, with our partners, to monitor the implementation of the strategy.

Adoption enquiry

The team facilitated a workshop as part of the enquiry into the role of the social worker in adoption and was co-produced with birth parents, adoptive parents and social workers. The workshop provided a safe and respectful space for difficult conversations to take place, which then informed the final report.

Anti-austerity

BASW Cymru committee fully endorsed the incorporation of anti-austerity activity into the business plan, to ensure that resources support anti-austerity activity in Wales. The team supported the attendance of a professional officer on the 100 mile walk. Following this, the Wales team have been involved in a range of anti-austerity events, including a campaign against school holiday food poverty.

We secured television coverage for our work around our anti-austerity activity, when we were invited to meet with Keir Starmer, Shadow Minister for Brexit.

Building student membership

Recruiting and retaining student social workers is a key objective in the BASW Cymru business plan. As part of this objective, we have initiated visits to final year students about to embark on their first social work jobs, to reinforce benefits and the importance of membership. The team visited all the social work Degree and Masters providers in Wales, presenting to first and final year students.

Social Work Awards

Our social work awards in 2017 were featured by BBC Wales and saw a record number of nominations, with the third sector well represented. This is significant as it is a growing area for social work practice in Wales.

The awards followed a new format affording us time to honour the winners and nominees and to build relationships for ongoing collaboration. The awards continue to be valued by social workers in Wales and are supported by our politicians, who host us in the Senedd and Social Care Wales too.

National conference

BASW Cymru held a successful and well attended national conference in June 2017. The theme of the conference was 'Social Services and Well-being Wales Act 2014 (SSwb Act) – One Year On' and provided members with an opportunity to contribute to what is working well under the new Act and what the challenges are, in implementing the most significant legislative development for social work in Wales.

We have built on the central theme of the conference through our support of Rhydian's Social Welfare Law online journal, Wales – a site developed by our keynote speaker Luke Clements to interpret the legislation. We are also part of the stakeholders group for the evaluation of the SSwb Act and will ensure that our member voice is fully represented.

Growing our voice

We set up our first Twitter page for BASW Cymru. This has proved a valuable environment for communicating directly with our members, sharing news, research and informing of activities. Our following which represents a wide range of social workers, academics, policy maker and influencers, continues to grow.

Robin Moulster
Manager, BASW Cymru



BASW Cymru was led by Acting Country Manager Carol Davies during 2016/17

Northern Ireland Association of Social Workers report



NIASW represents the interests of the social work profession in Northern Ireland, influencing government policy, engaging with employers and building our membership.

The team have engaged with over sixty professional teams and hundreds of social work colleagues on the benefits of NIASW membership and on the issues that matter to social

workers.

NIASW continued to deliver a programme of Practice Development Days (PDD) covering Assessing and Managing Perpetrators of Domestic Abuse, Form F Assessment Skills and Motivational Strength Based Social Work.

Membership has continued to rise, and we are now exploring the establishment of branches or thematic/programme of care groupings to ensure impacting issues can be raised directly with NIASW.

Above and Beyond

NIASW published *Above and Beyond*. A report on the findings of NIASW's workforce survey which was open to all social workers in Northern Ireland.

The report highlighted £11.4 million cost saving to Health and Social Care organisations as a result of unpaid hours routinely worked by social workers each year. It also identified 50% of social workers have at least one vacancy in their team, and 44% of social workers consider unnecessary bureaucracy and lack of administrative support to be the single or joint greatest pressure they face.

The report, which outlined a series of recommendations, was presented to the Minister of Health, the NI Assembly Health Committee, Department of Health officials and social work employers.

The Health Minister stated her support for NIASW's recommendation for employers to undertake an audit to establish the number of unpaid hours worked by social work staff and the number of vacancies in social work teams in HSC organisations.

Social Worker for a Day

NIASW continued its series of 'Social Worker for a Day' events for members of the Northern Ireland Assembly. Visits took place to mental health and children's social work services in the South Eastern Trust and Health Minister, Michelle O'Neill, visited children's services and older people's services social work teams in her Mid Ulster constituency.

Influencing policy

The Department of Health (DoH) has committed to enhance primary care by introducing multidisciplinary

teams (MDTs) embedded around General Practice. MDTs will include social workers alongside GPs and other healthcare professionals. NIASW consulted with members on the regional model and will soon present a report.

NIASW has informed the development of DoH policy by participating in its Workforce Strategy Steering Group and Strategic Health Partnership Forum.

The Northern Ireland Assembly collapsed in January 2017 and, in the absence of an Executive and functioning Assembly, we have sought to exert influence by increasing our media engagement and social media activity, lobbying Members of the Westminster Parliament, and working more closely with civil servants.

Health and social care cuts

In August NI's Health and Social Care (HSC) Trusts announced collective cuts of £70m for the remainder of the financial year. Of significant concern were cuts to older people's services.

NIASW was alone in securing speaking rights at all five meetings at which the planned cuts were presented. We also secured significant media coverage in support of our call to have the cuts reversed.

Following October's Department of Finance monitoring round, the required HSC cuts were reduced to £30m.

Child Tax Credit/Universal Credit Two Child Cap and 'Rape Clause'

NIASW strongly objected to the UK Government's two-child cap for Child Tax credit/Universal Credit claimants, introduced in April 2017.

A social worker in Northern Ireland approached by a person seeking to establish a claim for a further child under the exemption for children conceived as a result of a non-consensual sexual act – the 'rape clause' – is required under Section 5 of the Criminal Law Act (Northern Ireland) 1967 to inform the police of the offence.

NIASW worked closely with BASW to produce guidance for members across the UK. NIASW also produced specific guidance for practitioners in Northern Ireland, advising them of their legal obligation to report criminal offences.

Working with employers

Challenges facing social workers within mental health settings resulted in direct representation by NIASW with employers to address resourcing issues which are impacting on a safe and professional service.

Such engagements alongside media campaigns (Two Child Cap/£70 million savings across the NI Health & Social Care Sector/Membership Matters) have maintained a high profile for NIASW.

Carolyn Ewart, Manager,
Northern Ireland Association of Social Workers



Scottish Association of Social Work (SASW) operates within a separate policy and legislative environment to the other UK nations, as all matters concerning social work are completely devolved to the Scottish Government.

The direction of travel is agreed through the Scottish Social Services Strategic Forum, a partnership led by

Government. SASW has a seat at the table.

Our activities have been primarily focused on recruiting and retaining our membership – in a complex environment where different agencies and organisations cater for the social services workforce of over 200,000 employees. Approximately 11,000 are registered social workers and BASW membership in Scotland has fluctuated around 1,440.

Influencing social work in Scotland

SASW has continued to shape activities on the unique role social work plays within the increasingly integrated landscape of Health and Social Care Partnerships, governed by Integrated Joint Boards (IJBs) and children's or community services which are primarily led by local authority partnerships of Chief Officers Group (COGs).

SASW meets regularly with the Chief Social Work Adviser to the Scottish Government and met with the new Children's Commissioner for Scotland to discuss the work social workers do, which is informed by ethics and human rights, based on article 8 of the European Convention on Human Rights.

SASW is a member of many influential groups within our policy environment.

We have informed some major initiatives, such as the Systems Review in Child Protection, the Information Sharing component of the 2014 Children and Young People Act, the Mental Health Strategy, the implementation of the Mental Health Act 2015, the Carer's Act, Equal Protection from Physical Violence (the so-called 'smacking' bill), poverty legislation, support of asylum seekers.

Partnership working

We participated within the 'Review of social work Education' as one of five key stakeholders in considering the implementation of the findings of the review.

SASW staff and the BASW Advice and Representative team in partnership with the Social Workers Union attended various meetings with our regulator, the Scottish Social Services Council, on the increase of registration fees and the 'Fitness to Practise' work.

SASW are delighted to have welcomed visiting social workers from Finland, USA, Netherlands, Germany and China, to share best practice and learning.

Professional development

SASW led highly successful seminars on 'The role of social work in domestic abuse', which were developed with input from Scottish Women's Aid and local authority partners.

In March 2017 SASW organised a week of activities around World Social Work Day.

This included a partnership with IRISS (Improving lives through knowledge, evidence and innovation), and members of the Scottish Gypsy Travellers Community to highlight the role and responsibilities of social workers when working within this context, which culminated in a presentation during World Social Work week in March 2017, presented by Lesley Riddoch.

A further collaboration with the University of Edinburgh led to a programme delivered with SASW called 'Revisiting child protection' which enabled social workers to be part of a 4-week programme of reflective practice.

In February 2017 we welcomed David Tobis from New York. David wrote 'From pariahs to partners' and came to Edinburgh to deliver a thought provoking seminar with women with lived experience of services for them and their children.

We are part of the Organisational Development Hub which provides an overview of available training and development for social workers. We continue to collaborate with IRISS and others on a community social work project.

Our Mental Health Officers (MHO) Annual Study Conference in October 2016 centred on 'Human Rights and Humanity' and included input from many partners as well as MHOs from across Scotland.

Celebrating success

Our SASW Awards were held on World Social Work Day for the 10th year and Minister with responsibility for social work services, Mark McDonald MSP presented the awards.

We have improved how we communicate with our members through the 'SASWeekly' e-bulletin.

SASW Committee have continued to actively inform our workplans and activities, and we are grateful for their input.

Recruitment and retention remains our priority, and we look forward to another year of strengthening the voice of social work in Scotland.

**Trisha Hall,
Manager, Scottish Association of Social Work**

Advice and Representation report



The Advice and Representation Team have had a busy and challenging year with the number of enquiries to the service seeing an increase of 25% over the previous year, with a total of 1,769 calls to our duty line.

The majority of calls we receive are for concerns around professional practice, with service conditions and health also featuring very highly.

Many of these issues can be traced back to the ever-increasingly challenging conditions that social work colleagues are working in.

These were issues highlighted in the research commissioned by BASW and the Social Workers Union (SWU), conducted by Dr Jermaine Revalier of Bath Spa University. We have continued to work with SWU to campaign for improved working conditions for social workers.

Resolving employment issues

The team is committed to providing quality support that as far as possible allows employment matters to be settled at the lowest possible level. Most referrals made remained 'on duty', requiring only advice and guidance – and were then resolved before developing into more formal procedures.

Some cases do progress either through internal employment processes or occasionally into Regulatory Body work. The BASW Advice and Representation team are also trade union officials of the Social Workers Union (SWU). This year we represented 400 members who had opted into SWU as part of their membership.

A small number of cases were taken as 'BASW-only' representatives. These include student members experiencing challenges to their fitness to practice or part of the small number of employed members who have chosen not to join SWU. This can be a challenge because employers who do not recognise BASW can refuse us entry to represent members.

In addition, we represented a number of members in Regulatory Body hearings. Each year more cases are being referred to the regulators – mostly the HCPC in England – and they are becoming more complex.

Quality support

We are pleased to report we have developed a good reputation with regulators and achieved a record number of good outcomes for our members.

The team has been complimented by panel members and opposing Barristers for their extensive knowledge and professionalism.

We also continue to represent BASW on the HCPC Fitness to Practice Forum which is a vital arena for expressing concerns or criticisms on how processes are managed within the regulatory framework and, along with colleagues from other representative bodies, have achieved positive changes.

The team also provide on-going support for members that don't necessarily require formal representation. These may be on issues of unfair or inaccurate references or long-running restructuring processes.

Whether representing as BASW Officers or as SWU trade union officials, most of our members value our service and we receive a large number of compliments.

Lien Watts
Manager, Advice and Representation

“I felt quite alone but you made me feel as though someone was there and that they were actually on my side.”

“Phone contact helped clarify my own thinking about how to proceed. I have used the service now on two occasions and have found it to be really beneficial. I value having the service to contact when required.”

“I was feeling very vulnerable and the clear supportive responses and explanations from BASW were extremely helpful”

“I joined BASW specifically for this support after a negative experience at a disciplinary hearing where I was unrepresented.”

“Thanking you and BASW for all your support which I could not have managed without.”

“Your advice has always been fair, honest and above all non-judgemental. A thank you seems inadequate... I am now looking forward to my future.”

Policy, Ethics and Human Rights Committee

The Policy Ethics and Human Rights Committee leads on BASW's professional policy, ethics and human rights issues for the whole of the UK and also in partnership with BASW country teams.

The UK covers a range of service areas, legislation and areas of policy and practice. The committee has supported the work of the Adoption Enquiry, developed BASW's response to austerity, particularly in relation to the implementation of Universal Credit and supported work on social work registration.

This year we joined up the functions of policy and political campaigning. This has significantly strengthened BASW's voice. We developed a manifesto for the general election in June 2017, setting out a coherent position

against austerity within Parliament and hosted fringe meetings at the Labour and Conservative party conferences in Autumn 2017.

The committee has worked on initiatives led by BASW's Special Interest Groups (SIGs); including the Alcohol and other drugs SIG which ran a major conference, is developing practice guidance and trialling new forms of research dissemination.

There is a significant community of registered social workers in the universities of the UK who are teaching and undertaking research. This year we worked hard to establish the systems to harness research and use the educative skills of this sector for BASW members.

International Committee

The International Committee became standing committee at the last AGM. We are delighted to have recruited the new chair Dr David N Jones and committee members.

We worked with individuals and teams from across the UK and beyond to celebrate World Social Work Day. The International Committee is now considering how the work of the International Federation of Social Workers can be best supported. International Committee also decided to get actively involved in the

Commonwealth Organisation of Social Workers (COSW).

A key piece of work was developing a UK-wide BASW position on the implications of Brexit for social work.

Other initiatives have included the £20,000 grant programme supported by the International Development Fund (IDF) to enable individuals to attend the IFSW Conference in Dublin in 2018.



BASW Independents' report

Independents comprised of 25% of the total BASW membership in the financial year 2016/17. Within an ever-evolving market, BASW continued to support self-employed members as they faced further opportunities and challenges.

Membership offer consultation

BASW welcomed Independents as part of the full membership to participate in a survey that reviewed the membership offer. There was also further analysis of the responses to explore the specific needs of Independents with several proposals submitted to BASW Council. The following new benefits were approved by Council and are currently being developed:

● Encrypted email service

An encrypted email service will support members to safely manage sensitive data which is particularly relevant with the implementation of the General Data Protection Regulation (GDPR) from 25 May 2018.

Of the BASW Independents who completed the membership offer survey, 42% indicated they would be either extremely interested or very interested in the introduction of an encrypted email service.

This service will provide a robust and secure method for self-employed members to communicate and transmit documentation – protecting both their business and client information.

● Independents ID Card

Many Independents are keen to see the introduction of a BASW Independents photo ID card. 56% of Independents

responding to our survey confirmed they were either extremely interested or very interested in the development of this benefit.

● IR35: Working through an intermediary legislation reform

HM Revenue & Customs introduced a reform to the intermediaries' legislation (or IR35) on 6 April 2017 which had a significant impact on many BASW Independents. The reform saw the transfer of responsibility of paying tax, for those working within the remit of IR35, from Independents (contractor) to the client.

These changes resulted in many BASW members being directed to work through umbrella service companies.

We asked members for their feedback on the impact of IR35. 478 members took part in our consultation, with 22% saying they planned to work through these arrangements and 38% indicated they plan to leave locum work or the profession altogether.

2018 UPDATE: BASW Council have agreed to set up an intermediary service company with the aim to provide members with a trusted option within the market.

BASW Independents conference

BASW welcomed a delegation from across the UK to the annual Independents conference: *The changing information landscape* which was held in Birmingham in September 2017. The keynote session was led by Victoria Cetinkaya of the Information Commissioner's Office who shared with members details on GDPR and how to prepare their consultancies for data protection compliance.

All Party Parliamentary Group (APPG)

In early 2017 BASW took forward key recommendations from the APPG's *Report of the Inquiry into Adult Mental Health Services in England* which has been published in September 2017 after six months of evidence sessions. Kelly Tolhurst, Conservative MP for Rochester and Strood and Assistant Whip (HM Treasury) also joined the APPG as its new chair.

BASW delivered a series of meetings to focus on two key report recommendations:

- **Establish a government inquiry into the mental health of female veterans with a focus on developing a framework to support them.** A highly effective and moving round-table discussion brought together female veterans struggling with PTSD and MPs.
- **Transition points within a service user's engagement with mental health services must be person-centred rather than dictated by bureaucratic frameworks and age-related eligibility criteria.** This session brought together experts from across children and young people's mental health to look at the difficult transition points for children with mental health difficulties and why young people were falling through cracks at these moments.

Parliamentary



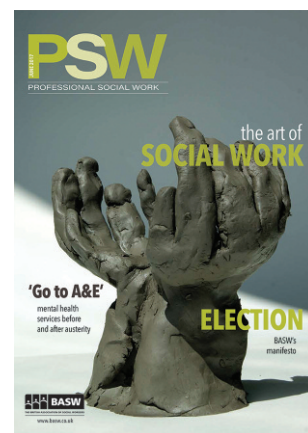
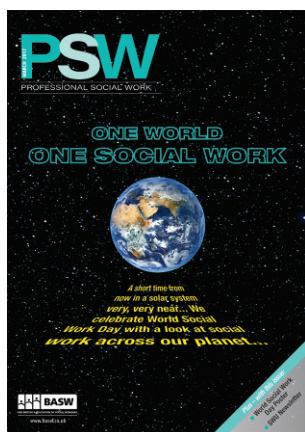
Professional Social Work Editorial Board report

The *Professional Social Work* Editorial Board has continued to provide effective oversight of the editorial direction and content of the magazine during this year.

This has been an exciting period for the magazine with BASW's growth creating the opportunity to take *Professional Social Work* to a new level. We have four new members of the Board and this has been a managed transition with leaving and joining members overlapping to ensure continuity. It has also strengthened representation from social work with adults. The process to recruit an Assistant Editor was well advanced at the end of this period.

Allied to this the long-planned change in the look and size of *Professional Social Work* was well in hand with the changeover due to take place with the December 2017/January 2018 issue. The aim was for a bigger magazine with one version of *Professional Social Work* across the UK with reporting from all four nations strengthened.

The aim was also for it to be fresher and easier to read and navigate.



Professional Social Work as a publication has continued to develop. There have been gradual changes to the visual style to create a more modern and inviting look. Cover images continue to be very strong. It has been a Board priority to ensure that content is not dominated by children's services or issues that relate primarily to England. This has been reflected in content which has seen stories drawn from across the UK and stories that reflect mental health, disability, services for older people and community based approaches. There has also been space for an international perspective.

Professional Social Work's development has been driven by growth in BASW's membership. A continuing Board priority is integration with BASW communication activities and learning offer.

Avery Bowser,
Chair, *Professional Social Work* Editorial Board

update



Fostering Inquiry

In early February the Education Select Committee launched its fostering inquiry, BASW's Parliamentary Officer attended every session to ensure BASW submitted evidence.

Martin Narey also began his own review of fostering in England and BASW were present at a number of roundtables with him and his team as part of the Alliance for Children in Care.

Building influence

BASW prepared a manifesto in response to the snap election which set out eight priorities for the government in relation to social work, social workers and people using social work services. The team worked hard to make sure that as many candidates as possible signed up to it.

This year BASW also hosted fringe events at both the Labour and Conservative Party conferences. Both were panel discussion chaired by Ruth Allen. We focused on children's services at the Conservative Party Conference and adult services at Labour Party Conference. Both these events were very well attended and considered a great success, attracting BASW members and key local government officials.

Campaigns

Anti-Austerity



We want to see an end to austerity policies to ensure the human rights and wellbeing of people with care and support needs are protected and to see vital investment in the public, social, health and housing services needed for a healthy society.

We have continued to campaign to end austerity policies that cause harm to children, adults and families with care and support needs.

Successes

The campaign to Boot Out Austerity – a joint initiative between BASW and the Social Workers Union (SWU) – saw over 140 social workers and service users take part in a 100 mile walk from our head office in Birmingham to the 2017 AGM venue in Liverpool.

The walk had a significant impact, generating national and regional media interest and engagement with key government ministers and MPs.

A Campaign Action Pack was launched to encourage anti-austerity activity locally, regionally and nationally across the UK. The step-by-step guide outlines everything – from how to organise public meetings, rallies and awareness-raising film nights – to setting up petitions, lobbying and contacting the press.

This campaign continues within the BASW Austerity Action Group, a joint initiative between BASW and the Social Workers Union (SWU).

Respect for social work

With half of social workers intending to leave their jobs, BASW and SWU launched 'Respect for Social Work': the campaign for professional working conditions.

An independent study by Dr. Jermaine Ravalier of Bath Spa University into the working conditions of social workers was produced in conjunction with BASW and SWU. It found an extremely worrying picture of 'spun out' social workers at risk of leaving the job they love through high demand and austerity cuts.

Over 1600 social workers were questioned about what is happening in the profession, how social workers are feeling and how they are reacting.

A standout finding was that 52% of UK social workers intend to leave the profession within 15 months, this increases to 55% for social workers working specifically in children's services.

The study also revealed that UK social workers are working more than £600 million of unpaid overtime.



#RESPECT4SW

Successes

BASW in partnership with SWU aimed to find committed parliamentary 'champions' who will take a lead in driving the issues raised in the report forwards.

We have secured meetings with the Conservatives, Labour, Liberal Democrats and Plaid Cymru, including a Government Health Minister and the policy lead from the Leader of the Labour Party's office. We also gained high profile national media coverage with Sky News, BBC News, *Guardian* and regional press and are continuing to campaign on this issue.

Events

October 2016

- BASW Cymru Social Work Awards – Cardiff

November 2016

- National Children's & Adults Services (NCAS) – Manchester
- BASW England Student & NWSW Conference: Keep Calm and Social Work – York

December 2016

- Social Worker for a Day with Northern Ireland Health Minister – Magherafelt/Cookstown

January 2017

- Adoption Workshop with Adoptees, Adoptive Parents and Birth Parents – Antrim

March 2017

- BASW Cymru World Social Work Day celebrations: Promoting Community and Environmental Sustainability – Swansea
- SASW Social Work Awards – Edinburgh
- Social Work is Leadership – Belfast

In numbers



BASW has **22,000** members



1,600 social workers responded to the Bath Spa University research commissioned by BASW and SWU into the working conditions for social workers



Our Advice and Representation team received a total **1,769** calls to our duty line – a **25%** increase



140 walkers joined BASW on the **100-** mile walk to campaign for an end to austerity



23,833 Twitter followers – an increase of almost **4,000** over the year



Our Facebook followers increased by nearly **23%**, to **17,700** followers

LinkedIn  **5,540** followers on LinkedIn

For period up to September 2017

- Social Work Role in Domestic Abuse – Edinburgh
- Gypsy Travellers: Human Rights and Social Work's Role – Glasgow
- April 2017**
- Boot Out Austerity: Social workers walking for social justice – Birmingham to Liverpool
- BASW Annual UK Conference & AGM 2017: Social Work and Social Movements – Liverpool
- May 2017**

- BASW England Conference & Annual Meeting: Celebrating Success: We have the knowledge – Leicester
- June 2017**
- BASW Cymru Annual Conference: The Social Services & Wellbeing (Wales) Act – 1 year on – Cardiff
- UK Standing Conference for Social Work and Social Workers – London
- September 2017**
- Westminster: Shadows and Social Work – Newcastle

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2017

	2017 £	2016 £
Income	5,553,629	5,130,322
Administrative expenses	(5,241,299)	(4,350,144)
Operating surplus	312,330	780,178
Interest receivable	200	7,144
Income from investments	11,736	17,878
Surplus before taxation	324,266	805,200
Tax on surplus on ordinary activities	—	—
Surplus for the financial year	<u>324,266</u>	<u>805,200</u>

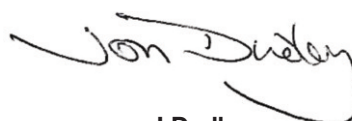
COUNCIL'S STATEMENT

These summary financial statements are not statutory financial statements. We confirm that the information contained in the summary financial statements is taken from the audited financial statements for the year ended 30 September 2017 and includes details relating to both the Consolidated Income and Expenditure Account and the Consolidated Balance Sheet. The full financial statements were approved and signed by the BASW Council on 24 January 2018 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 24 January 2018 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 24 January 2018:



G Shennan
Chair



J Dudley
Chair of the Finance & Human Resources Committee

CONSOLIDATED BALANCE SHEET

as at 30 September 2017

	2017	2016
	£	£
Fixed assets		
Intangible assets	33,592	–
Tangible assets	2,305,499	1,545,774
Fixed asset investments	901,583	860,473
	3,240,674	2,406,247
Current assets		
Stocks	368	568
Debtors	126,383	184,088
Cash at bank and in hand	887,795	946,702
	1,014,546	1,131,358
Creditors: amounts falling due within one year	(841,806)	(448,457)
Net current assets	172,740	682,901
Net assets	<u>3,413,414</u>	<u>3,089,148</u>
Capital and reserves		
Revaluation reserve	403,832	380,073
Accumulated fund	<u>3,009,582</u>	<u>2,709,075</u>
	<u>3,413,414</u>	<u>3,089,148</u>

Personnel 2018

UK Office

Ifzan Ahmed	Member Contact Officer
Ruth Allen	Chief Executive
Colin Anderson	Senior Practitioner
Godfred Boahen	Policy Officer *
Donna Cowley	Membership Manager†
Simon Dangerfield	Web & Technical Support Officer
Stephanie Davies	Social and Digital Media Officer
Joanne Deakin	Administration Manager, A&R/SWU
Tricia Gbinigie	Business Development Officer
Luke Geoghegan	Head of Policy and Research
Anthony Dhadwal	Senior Media & Communications Officer*
Wendy Gibson	TU Official/Advice & Representation Officer
Debbie Gilbert	Receptionist†
Amanda Govani	Director of Communications & External Relations*
Susan Hatton	Publishing Manager
Sara Hickin	Executive Officer (Business Services)
Mike Hopkins	Human Resources Manager/Business Partner
Lyse Hurd	TU Official/Advice & Representation Officer
Kam Johal	Membership Officer
Madeleine Jennings	Senior Parliamentary Affairs Officer
Tina Jones	SWU/A&R Administrator
Cheryl Jordaan	SWU/A&R Administrator†
Shirley Konstandis	Executive Officer (Governance)
Leanne Ling	Receptionist†
Fiona Linn	TU Advisor†
Joanne Lloyd	Finance Manager
Julie Long	TU Official/Advice & Representation Officer
Jeff Lewis	TU Official/Advice & Representation Officer
Andy McNicoll	Assistant Editor, Professional Social Work
Barbara Miller	TU Official/Advice & Representation Officer* ** †
Donal Mullally	TU Official/Advice & Representation Officer
Shahid Naqvi	Editor, Professional Social Work
Jeanette Oakley	Finance Administrator
Mark Phillips	ICT Service Delivery Manager
Christina Ramage	TU Official/Advice & Representation Officer
Helen Randle	Policy Administrator
Lily Robertson	TU Official/Advice & Representation Officer
Philip Thorman	CRM & Website Project Lead**
Pat Toulmin	Knowledge Development Manager†
Lien Watts	Advice & Representation Manager
Kevin Waldock	TU Official/Advice & Representation Office
Gaby Zavoli	Membership Officer

England

Nicola Crossland	Events Co-ordinator/National Administrator* **
Peter Evans	Events Co-ordinator/National Administrator**
Joe Godden	Professional Officer†
Lisa Kennedy	Events Co-ordinator/National Administrator*
Keri O'Riordan	Professional Officer
Wayne Reid	Professional Officer
Maris Stratulis	Manager (England)

Northern Ireland

Amanda Beattie	National Administrator
Carolyn Ewart	Manager (Northern Ireland)
Martina Jordan	Professional Officer† *
Andy McClenaghan	Campaigns Officer

Scotland

Emily Galloway	Communications & Policy Support Officer
Johan Grant	National Administrator†
Trisha Hall	Manager (Scotland)
Sarah McMillan	Professional Officer †
Tim Parkinson	Professional Officer

Wales

Allison Hulmes	Professional Officer
Robin Moulster	Manager (Wales)
Sian Wilton	National Administrator†

Left after 1st October 2017

Carol Davies	Acting Country Manager, BASW Cymru
Karen Goodman	Professional Officer†
Anne McAllister	Professional Officer, NIASW†
Kath Owen	TU Official/Advice & Representation Officer
Nushra Mansuri	Professional Officer, BASW England
Mary Showell	Administration Manager
Gemma Evans	Events Co-ordinator/ National Administrator, BASW England
Elizabeth Cole	Marketing Officer**
Zan Hoang	Administration BASW England
Ruth Deane	Membership Officer

Left between 1 October 2016-30 September 2017

Tracy Chopping	Policy Officer†
Sue Kent	Professional Officer, BASW England†
Hayley Meachin	Senior Media & Communications Officer
Gavin Moorghen	Professional Officer, BASW England
Faith Ryan	Corporate Governance Manager

* Started after 1st October 2017 ** Temporary contract † Part-time

The British Association of Social Workers

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www.basw.co.uk

